

# OFFICER CANDIDATE SCHOOL PROGRAM REVIEW



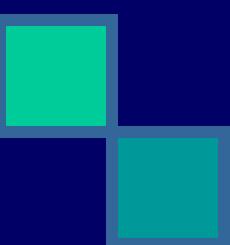
A RECOMMENDATION TO IMPROVE  
OCS ACADEMICS

# Quality Statement

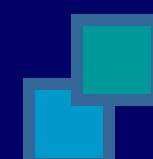
- THE OCS PROGRAM PRODUCES A QUALITY OFFICER!
- HOWEVER, THE FLEET VIEWS THIS OFFICER LEADING THE PACK IN MILITARY BEARING AND PHYSICAL READINESS BUT BEHIND THEIR COUNTERPARTS IN DIVISION OFFICER AND LEADERSHIP SKILLS. (ref: Nov 1998 Assessment)
- WITH LITTLE RESOURCES AND STAFF EFFORT, WE CAN MAKE OCS ACADEMIC MODIFICATIONS TO PRODUCE AN EXCELLENT OFFICER WITH LEADERSHIP TOOLS THAT ALLOW FOR EFFECTIVE DIVISION MANAGEMENT.
- THIS CAN BE DONE WITHOUT SACRIFICING THE PROGRAM STRENGTHS



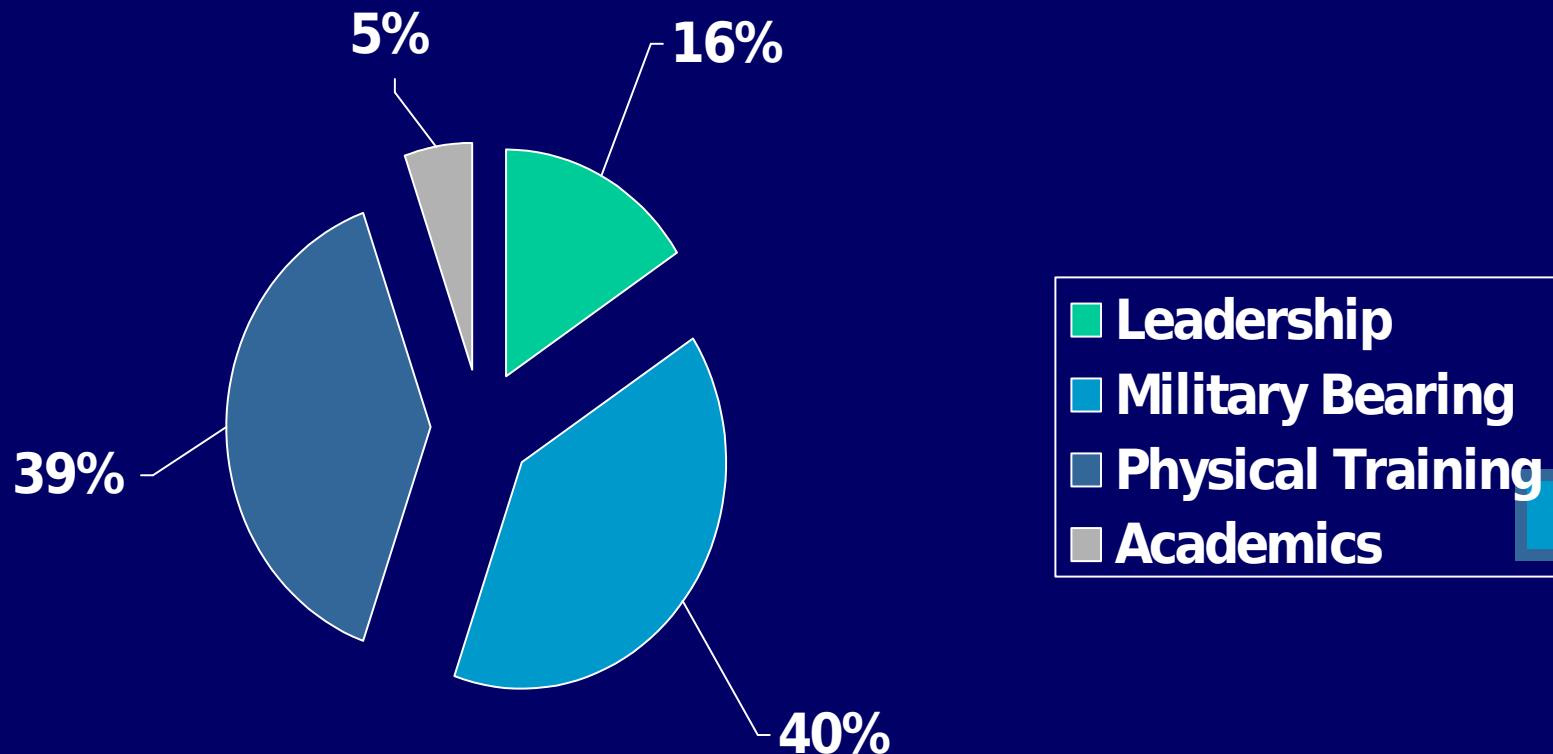
# LATEST SURVEY RESULTS



- November 1998
- Conducted by OCS Staff
- Dated information but the best available program metrics
- Results still relevant until new survey conducted
- Provides quality indicators that must be considered and analyzed



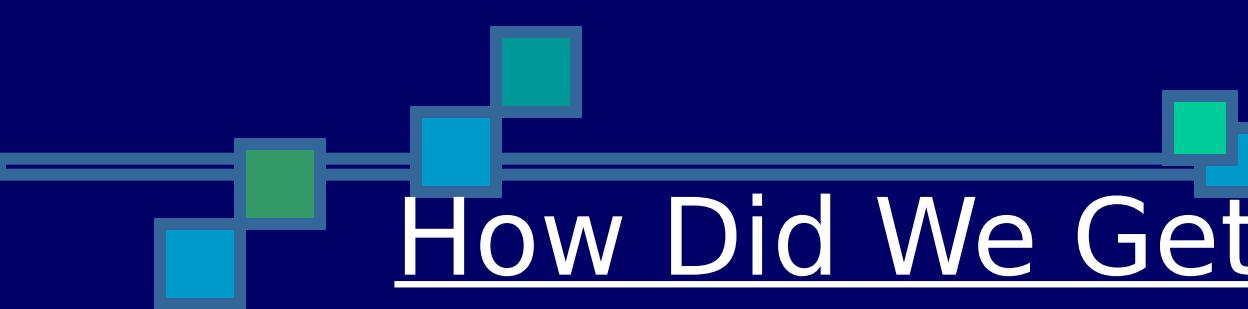
# MACRO SUMMARY OF RESULTS



**Results: Our graduates are strong in military bearing and physical training but are limited in the leadership, division officer, and academics areas.**

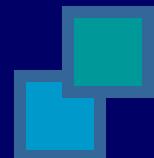
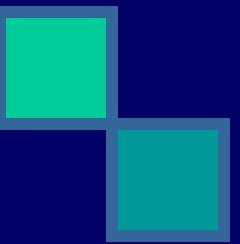
# Today's Situation

- Although we put out a quality product, the nature of academics is “Pump and Dump”
- Academic courses are perceived as “Stressors” vice professional development tools
- Students are only interested in knowing the information necessary to pass the exam
- We test candidates ability to take tests instead of course material retention/use



# How Did We Get Here?

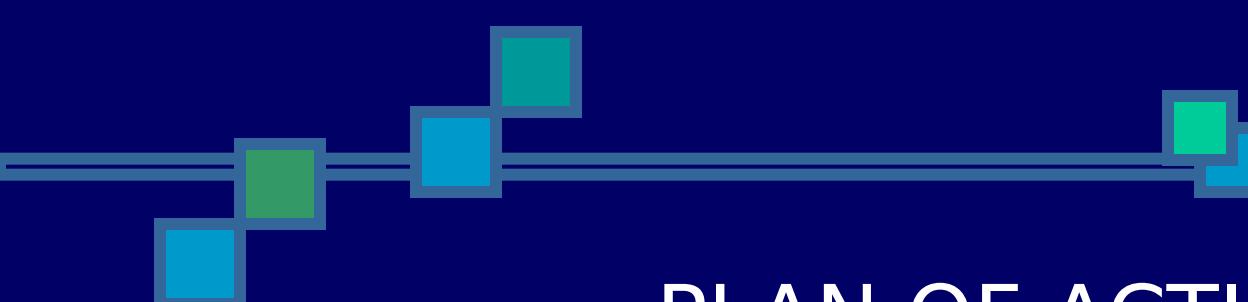
- No “Zero Based” strategic academics review
- No Fleet Feedback mechanism
- Academics critiques asked the incorrect questions
- Dynamics of officer education/preparation has changed
- Business rules condoned tolerance (i.e. reduce attrition)
- Static Staff Paradigm - (“This is the way it’s always been” )



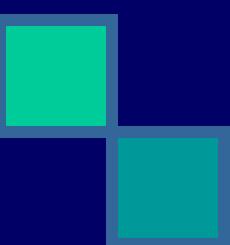
## BALANCING THE SCALE



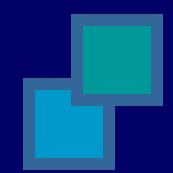
The Goal: Maintain the current level of militarization (i.e. Drill, PT, etc) and increase leadership development through academics



## PLAN OF ACTION

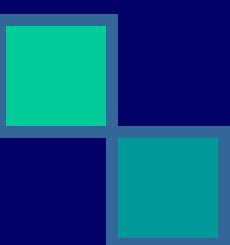


- Restructure OCS Academics by:
  - Building 4 Phases into Academics
    - Core development phase
    - Specialized designator training
    - Leadership Development
    - Capstone Event
  - Align ourselves with follow-on commands to best prepare candidates for success and receive quality feedback

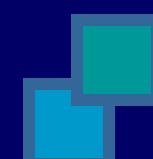




# Core Development Phase



- **Courses**
  - Naval Warfare
  - Naval Engineering (Self Study with Exam?)
  - Naval Damage Control with Wet Trainer
  - Naval Seamanship
  - Naval Navigation
- All candidates participate in this phase
- Each course is 3 to 4 days maximum
- Option:
  - OCS Weeks 2 through 5 (Flexible)
- All courses are testable

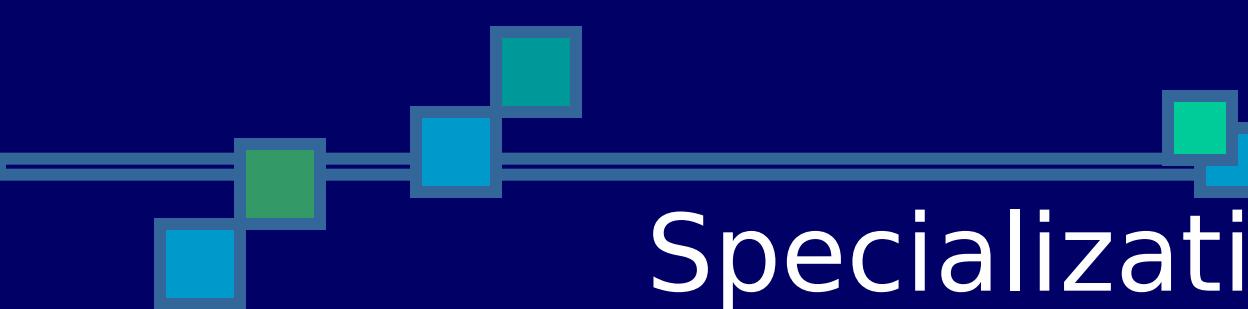


# Leadership Development

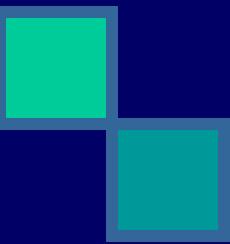
## Phase

Example Course Work:

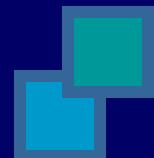
- Division Officer Training
- Military Law
- Leadership Training Continuum (LTC)
  - Role Playing
- The Wardroom
- Leadership Development Continuum (LDC)
- Incorporate the Naval Administration Course to support this phase:
  - 3M
  - Training
  - Naval Administration
- Leadership Phase is approx two weeks - Weeks 6 and 7 (Flexible)



# Specialization Development Phase



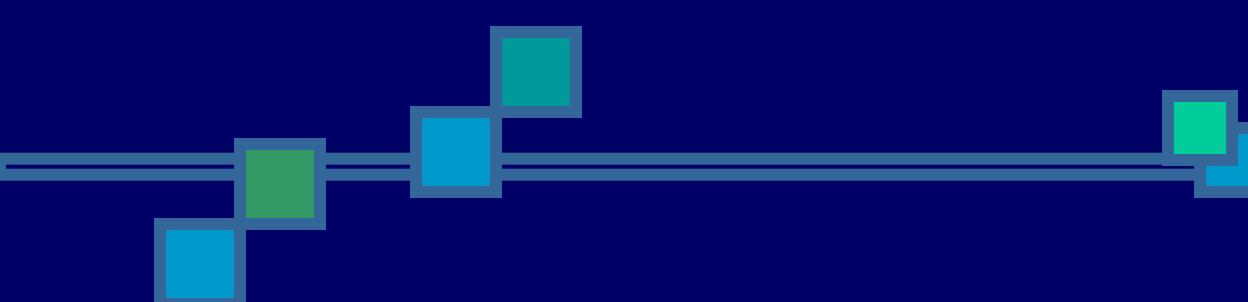
- Designator Indoctrination Training
- SWO (Example)
  - Designator Brief – Day 1
  - CO Afloat Brief – Captain Nawrocki
  - Designator Familiarization
- All other designators will have similar type training
- Align ourselves with gaining commands to acquire a sponsor and follow on training prep requirements
- Week 8 (3 – 5 Days)
- Expanded Designator Briefs
- Oral Boards (Optional)



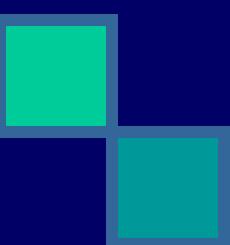
# Capstone Event

## Example Event for consideration:

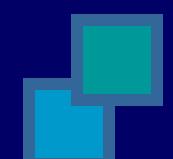
- 2 Day Underway/In port Watch standing Period on YPs
- Underway for 8 Hours
- In port overnight standing watches
- Underway the next morning
- Culmination of leadership through ships evolutions and watch standing. Simulates True Underway
- Transit Pensacola Bay
  - Formation Steaming
  - Man Overboard Drills
  - Navigation/Seamanship
  - Contact Management
- Multiple candidates serve in leadership/watch standing positions on both YPs
- Substitute for 12<sup>th</sup> week ride (All Participate)
- During Week 8/9

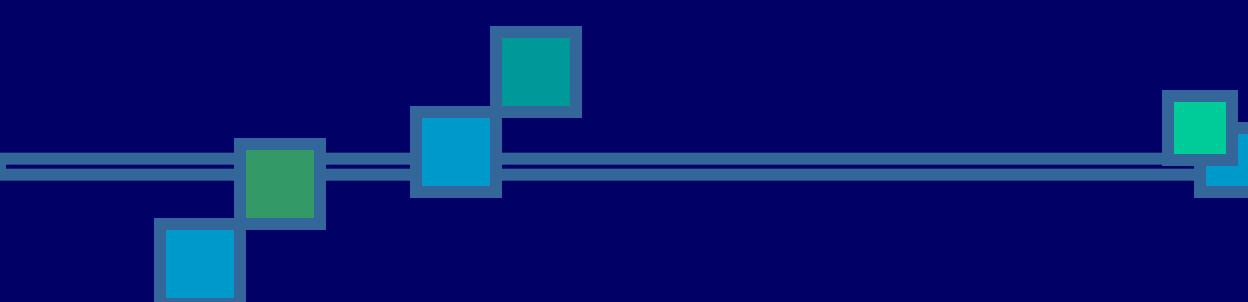


# Additional Notes

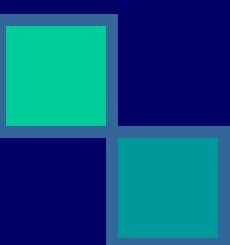


- As much as possible, staff officers will lead/instruct specialization and leadership phases to provide mentorship
- This recommended plan will require manipulation of current OCS schedule and some course material

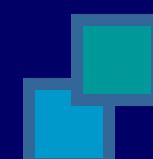




# PHASED IMPLEMENTATION TIMELINE

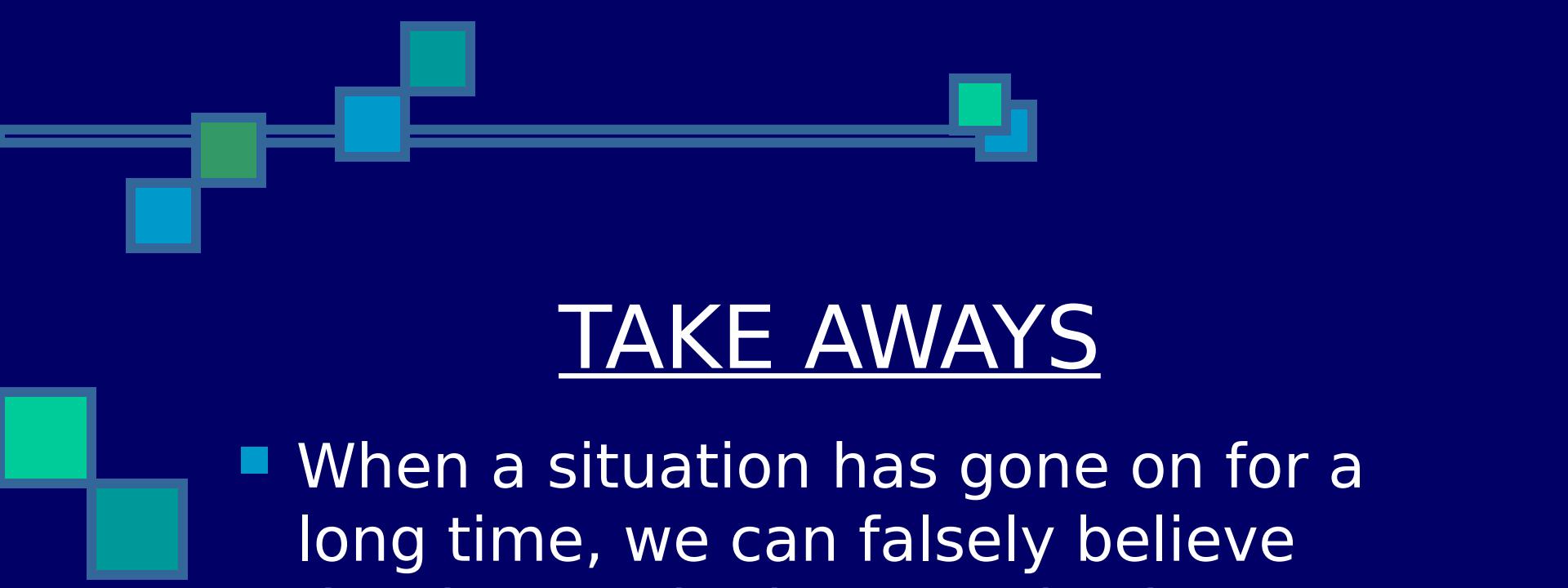


- From time of approval:
  - 4-5 Months Courseware Preparation/Approval
  - 1 Month - Resource Alignment/Schedule Coordination
  - 1 - 2 Months – Pilot/Redesign
  - Implementation
  - Monitor



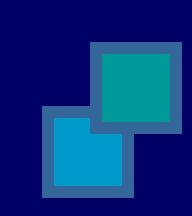
# Current Events for Consideration

- **OTC Pensacola's Web Based Initiative**
  - Naval History/PFA Information and Naval Etiquette will be web-based within three months (March 2004)
  - Candidates will complete during DEP enhancement period and will test out prior to arrival
- **Officer Professional Core Competencies (PCC)**
  - Approved by CNO April 2001
  - NSTC N3/N5/N7 currently working on new PCCs for validation by the Board of Advisors (BOA) NLT March 2004.



## TAKE AWAYS

- When a situation has gone on for a long time, we can falsely believe that it can't be improved, when reality is that everything can be improved by thoughtful and focused action!!





# QUESTIONS?